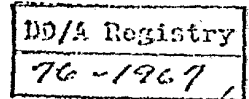


19 April 1976



PERS 76-1608

MEMORANDUM FOR: Secretary, CIA Management Committee

FROM : Edward W. Proctor
Deputy Director for Intelligence

SUBJECT : Certain Aspects of Agency Personnel Practices

1. There are two aspects of Agency personnel practices about which I have been uneasy for some time. I believe this would be as good a time as any for the Management Committee to commission an examination of these practices with a view to determining whether they are consistent with existing Agency policy, and whether it is the practice or the policy, or both, which requires revision.

2. The first practice pertains to the Agency's use of retired military officers either as staff employees or under military reserve appointments. This practice bothers me for two reasons. First, I am reluctant to see so-called "double dippers" working with the Agency. Second, I suspect that the Agency is not complying with the requirement that we use reserve appointees only when they have a unique talent or skill which is not present within the Agency or cannot be recruited from outside. Moreover, the imbalance in the compensation given to some retired military officers working with the Agency is an inequity which cannot but have an adverse affect upon regular staff employees.

3. The second practice which bothers me is the extent to which we are using rehired annuitants. This practice, understandably, got somewhat out of hand when we tried to cope

with FOIA and the tumult of the last 16 months of investigations. Now that the investigations are about concluded, I think it would be a good time to review this practice throughout the Agency. It bothers me on several counts. First, it is an obvious ploy to compensate for the reductions over the past few years in staff strength. Second, the task to which a good number of these annuitants have been appointed seems to me to be marginal. Finally, there seems to be a strong coincidence in the extent to which rehired annuitants are, for the most part, former employees who occupied senior positions within the Agency.

4. I would like this memorandum to be discussed at a future meeting of the Management Committee.

[Redacted Signature]

EDWARD W. PROCTOR

STATINTL